

Recruitment Information The Dorcan Academy



Vacancy **Teacher of English** **The Dorcan Academy**

Closing date: Friday 21 May 2021 at 12 noon

Pay Scale: MPS + UPS if applicable

Start Date: September 2021

Permanent Contract available

NQTs are welcome to apply – a July start will be considered.

Opportunities for progression and possible TLR

(Please note that this advert may close early if a suitable candidate is found before the closing date)

To apply for the post, please complete The Dorcan Academy application form and email to head@dorcan.co.uk by the closing date or apply by clicking on the link to our career sites on **TES** or **ETeach**

About us and about this role

Would you like to join us on our journey to become an **outstanding** school of **first choice** at the heart of our local community? Do you **care** enough to want to make a **significant** difference to the lives of our amazing students? Are you **passionate** about becoming the best teacher you can be? If so, we would love to offer you the exciting opportunity to join our highly dedicated staff as an outstanding teacher of English. The role would suit either an experienced candidate or an NQT looking to work in a supportive school with an excellent track record for successful initial teacher training; we offer excellent CPD opportunities to staff at all levels.

Our English curriculum is knowledge rich, ensuring students have access to the best literature, as well as being carefully sequenced to support the acquisition of highly developed language skills and the maximising of cultural capital for our students. We aim to foster a lifelong love of reading and our DEAR programme (Drop everything and read) is embedded into our school ethos. Successful students are able to articulate their ideas confidently in written and spoken English and respond to others' ideas with insight and compassion.

The English Faculty comprises outstanding, experienced teachers with a track record of improving results with students from all backgrounds. At Dorcan we believe that through hard work and effort all students can improve and achieve their very best. You will be able to contribute fresh ideas to the team as well as having the opportunity to further develop your practice through coaching and joint planning with other members of the department and across the school. You will receive unrivalled support from our leadership team.

We are a rapidly improving school, as recognised by Ofsted in November 2018, with good leadership and management and an excellent behaviour policy. In our school students are ready to learn and 'low level disruption is rare'. We pride ourselves on being an 'academy of opportunity' for all with excellent relationships between staff and students. As a member of staff you will be highly valued and will be supported to flourish within the English Faculty as well as the academy as a whole.

Although our examination results are improving year on year, we still have a way to go to achieve our ambitious targets. Every member of staff receives bespoke support and development through our in-house coaching programme as well as additional professional development opportunities to promote further progress and career enhancement. We are committed to challenging, supporting and developing staff and students to 'Aspire to Greatness' so that we become the best that we can be. In a recent survey 100% of staff said they were proud to be a member of staff at The Dorcan Academy with 96% stating that they enjoy working here. 96% said that they support the vision of the academy.

Although we don't boast a shiny new building, we do have excellent facilities, with a supportive, friendly school culture and ethos which is often commented upon by visitors.

We will offer you:

- A supportive and bespoke staff induction programme
- High quality professional development, including an additional £1000 Bursary to support your CPD if you are an Early Careers teacher (Years 2 – 4)
- Additional non-contact time if you are an Early careers teacher or NQT
- Unrivalled support from the leadership team
- Excellent specialist facilities and resources
- Committed staff who 'go the extra mile'
- Motivated, enthusiastic students who are ready and eager to learn
- Cycle to work scheme

The Dorcan Academy is an 11-16 academy situated on the eastern edge of Swindon with a comprehensive, challenging and enriching curriculum and a wide range of extra-curricular opportunities.

Our vision comprises 5 key outcomes:

- 1) Exceptional achievement for every student.
- 2) High quality teaching that inspires and engages minds through an exciting and creative curriculum.
- 3) An inclusive school where everyone is valued, cared for and nurtured in an extraordinary way.
- 4) Students stand out as model citizens, aspiring to make a difference to the lives of others through their exemplary behaviour and attitudes.
- 5) High levels of wellbeing encourage all members of the school community to flourish

In addition, we promote five core values of Belonging, Purpose, Aspiration, Perseverance and Achievement and seek to develop in students the personal qualities of Honesty, Kindness, Respect, Compassion, Thankfulness, Courage, Resilience, Enthusiasm, Hard work and Commitment.

Criteria	PERSON SPECIFICATION – Teacher Personal qualities, qualifications, and experience	Essential	Desirable
	Qualifications		
1	Educated to degree level or equivalent	✓	
2	Qualified teacher status	✓	
	Experience		
3	Ability to use ICT effectively	✓	
4	Use of IT to raise achievement.	✓	
5	High quality teaching to students of all abilities.	✓	
6	Collaborative teaching methods and working with colleagues in the preparation, assessment and monitoring of work	✓	
7	Demonstrable experience of improving student outcomes	✓	
8	A record of continuous professional and career development		✓
9	Experience as a form Tutor and with Pastoral work		✓
	Skills and Personal attributes		
10	Well organised	✓	
11	Well presented	✓	
12	Excellent creative teaching ability or potential	✓	
13	Ability to engage students in learning and form positive relationships	✓	
14	Ability to work hard under pressure while maintaining a positive, professional attitude	✓	
15	Ability to organise and prioritise workload and work on own initiative	✓	
16	Good interpersonal skills and the ability to work collaboratively	✓	
17	Ability to evaluate and reflect on own practice to achieve excellence	✓	
18	Commitment to your own professional development	✓	
19	Honesty and integrity	✓	
20	Willing to go the 'extra mile'	✓	
	Knowledge and understanding		
21	Safeguarding issues in Education	✓	
22	Understanding of current educational issues and initiatives		✓
23	Developing differentiated lesson plans	✓	
	Equal opportunities		
24	Understanding of different social backgrounds and needs of students	✓	
25	A belief that all students can achieve regardless of their background or circumstances and a passion for ensuring this happens.	✓	

Living in the area

We are located on the eastern edge of Swindon, within easy reach of the scenic Cotswolds and nearby Bath, Bristol and Oxford.

Swindon is a vibrant, modern town which has an exciting combination of cutting edge technological industry, intertwined with a rich industrial heritage, bequeathed from its importance as the centre of The Great Western Railway and the vision of Isambard Kingdom Brunel. Swindon is ideally located in north Wiltshire between London and Bristol and linked by major motorway and rail routes. This part of the county is very near to the border of Oxfordshire and Gloucestershire.

Swindon has easy access to railways, motorways, air links and it is easy to reach the South West, the South Coast, the Midlands and Wales. The thriving cities of Bristol, Oxford, Bath and London are all within easy reach. Many staff use the excellent accessibility to live outside of the town and travel to school.

Contact Information

If you require any further information or would like to come and visit the school, please contact:

Anne Cleary, Head's PA on 01793544012 or email acleary@dorcan.co.uk

We look forward to hearing from you